



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

July 8, 2008

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

APPOINTMENT, SALARY, AND EMPLOYMENT CONTRACT FOR REGISTRAR-RECORDER/COUNTY CLERK (3 VOTES)

SUBJECT

Appointment, salary, and employment contract for Dean C. Logan to serve as Registrar-Recorder/County Clerk of the County of Los Angeles.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the appointment of Dean C. Logan as Registrar-Recorder/County Clerk effective July 9, 2008, at an annual salary of \$195,000.
2. Instruct the Director of Personnel to execute an at-will employment contract with the provisions related to the restrictions on product endorsements by the Registrar-Recorder/County Clerk (Attachment I), which is approved as to form by the County Counsel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

At the closed session on July 1, 2008, the Chief Executive Officer provided his recommendation for the Registrar-Recorder/County Clerk to the Board of Supervisors for consideration. Approval of the above recommendations will provide for the permanent appointment of Dean C. Logan to the position of Registrar-Recorder/County Clerk at an annual salary of \$195,000 and execution of the at-will employment contract provisions related to any involvement with companies doing business with the Registrar-Recorder/County Clerk.

"To Enrich Lives Through Effective And Caring Service"

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Intra-County Correspondence Sent Electronically Only*

Implementation of Strategic Plan Goals

Approval of this recommendation will further the County of Los Angeles Strategic Plan's Workforce Excellence Goal to enhance the quality and productivity of the County workforce.

FISCAL IMPACT/FINANCING

The recommended salary will be paid from existing funds in the Department of Registrar-Recorder/County Clerk's budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

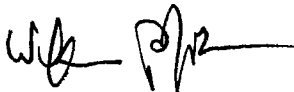
Mr. Logan was identified as the successful candidate based on the nationwide recruitment conducted by the Department of Human Resources in conjunction with the executive search firm, Ralph Andersen & Associates. Attachment II summarizes the recruitment that was conducted for this position.

The recommended salary will provide appropriate compensation to Mr. Logan to perform the duties of the Registrar-Recorder/County Clerk. This recommendation is in conformance with the County of Los Angeles Strategic Plan's Workforce Excellence Goal to enhance the quality and productivity of the County workforce.

IMPACT ON CURRENT SERVICES

Implementation of this recommendation will provide leadership for the Department of Registrar-Recorder/County Clerk.

Respectfully submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

WTF:SHR:ga

Attachments

c: Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made and entered into as of July --, 2008, at Los Angeles, California, by and between County of Los Angeles (hereafter "County") and -----(hereafter "Department Head").

WHEREAS, County requires the services of a Registrar-Recorder/County Clerk;

and

WHEREAS, Department Head is well qualified to perform such services; and

WHEREAS, the parties desire to clarify their respective rights and obligations with regard to terms and conditions of employment;

NOW, THEREFORE, the parties hereto agree as follows:

1. **PERIOD OF EMPLOYMENT.** This Agreement shall become effective on July 9, 2008, and shall continue until terminated as provided in Section 6 of this Agreement. Department Head has previously completed a background investigation which was satisfactory to the Director of Personnel.

2. **DESCRIPTION OF SERVICES.** Department Head shall perform all of the duties of a Registrar-Recorder/County Clerk provided by law, and such additional duties as may be assigned by the Board of Supervisors. Department Head acknowledges, and, by signing this employment agreement commits himself to the best of his ability to uphold, the paramount right of the voters of Los Angeles County to cast their votes in accordance with their wishes and to have their votes counted as cast.

3. **COMPENSATION.** Department Head shall be compensated at a salary of \$-----,000 per year. Department Head shall also receive salary increases as the Board of Supervisors may, from time to time, approve contingent on competent or better performance.

4. **BENEFITS.** Department Head shall be entitled to all benefits now or hereafter provided for those persons occupying positions designated as "L" by Section 6.28.020 B of the County Code.

5. **CONFLICT OF INTEREST.** In addition to complying with all statutory financial disclosure and conflict of interest obligations, Department Head shall not accept employment or income or otherwise obtain a financial benefit from, and shall not endorse or promote the products or services of, any business or vendor which contracts with the County. Department Head also shall specifically not accept employment or income or otherwise obtain a financial interest in, and shall not be financially compensated in any way to endorse or promote the products or services of any business or vendor which manufactures, distributes or sells any type of election equipment systems or software.

6. **FUTURE EMPLOYMENT.** For a period of one year after Department Head's county service comes to an end, whether by resignation, removal or retirement, Department Head shall not accept employment of any kind with any business or vendor which manufactures, distributes, or sells any type of election equipment systems or software; nor, for one year, shall Department Head accept a position as an officer, principal, or board member of any such company or otherwise receive compensation from, or incur a financial interest of any sort in such company.

7. SUSPENSION. In the event that felony criminal charges are brought against Department Head, County, upon written notice, may suspend Department Head without salary and with his benefits "frozen" as of the date of the suspension. Thereafter, if Department Head is acquitted or found "not guilty" of the alleged criminal act, County shall immediately reinstate Department Head and his salary and benefits shall be due and payable retroactive to the date of suspension. However, if Department Head is convicted of the alleged act, this Agreement shall be deemed terminated as of the date of his initial suspension.

8. TERMINATION. Either party may cancel this Agreement at any time without cause upon giving written notice to the other party. Upon termination, the Department Head ceases to have the duties and authority of the office.

9. TERMINATION BENEFITS. In the event that County terminates this Agreement with or without cause, in addition to those benefits specified by the County Code, Department Head shall be entitled to receive an amount equal to six months' salary at his then current rate. This termination benefit shall be inapplicable: (1) if Department Head does not complete one year of service as the Registrar-Recorder/County Clerk, prior to such termination; (2) if Department Head has been convicted of a felony; (3) if Department Head has felony criminal charges pending against him and has been suspended pursuant to Section 6 (suspension); or (4) if Department Head violates Section 5 (Conflict of Interest).

IN WITNESS WHEREOF, the County has caused this agreement to be subscribed by its Director of Personnel and Chief Executive Officer and Department Head has signed this Agreement, the day, month and year first above written.

COUNTY OF LOS ANGELES

By _____
Michael J. Henry
Director of Personnel

By _____
William T Fujioka
Chief Executive Officer

Department of Registrar-Recorder/County Clerk

APPROVED AS TO FORM:

RAYMOND G. FORTNER, JR.
County Counsel

By _____
Deputy

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**REGISTRAR-RECORDER/COUNTY CLERK
RECRUITMENT SUMMARY**

- Requests for Bid sent to 6 firms selected from a list of 70 companies specializing in executive search; bids received from 4 of the 6 firms; 2 firms declined to bid.
- Search firms were evaluated based on submitted bid packets and interviews conducted by Department of Human Resources (DHR); firm selected based on evaluation process.
- Recruitment announcement developed by DHR with final approval from the CEO.
- Nationwide recruitment conducted by the DHR in conjunction with the executive search firm, Ralph Andersen & Associates.
- Search firm conducted outreach to 20 of the top cities and 20 of the top counties in the nation as well as all of the California counties; also conducted outreach to the National Associations of State Election Directors and Secretaries of State.
- Received interest from 24 potential candidates; initial review of resumes determined that 11 candidates met the minimum requirements established for this position; candidates were also screened for financial ties to election systems vendors.
- Based on further review the candidates' resumes and submitted information, 4 candidates were identified to participate in the assessment interviews.
- An assessment panel consisting of a subject matter expert, a member of academia, and two County executives, interviewed 3 of the 4 candidates; the 4th candidate withdrew their candidacy from the recruitment prior to the assessment panel interview.
- Background investigations including a check of civil, criminal, credit, DMV, military, and education records; as well as reference checks were conducted by the search firm on each of the candidates who were referred to the CEO for a selection interview.
- All 3 candidates participated in the selection interview conducted by the CEO.
- Based on the selection interviews, the CEO identified a candidate for recommendation to the Board of Supervisors.